

STATE BANK OF INDIA OFFICERS' ASSOCIATION



(BENGAL CIRCLE)

(Registered under Trade Unions Act 1921-Regd. No. 6908)

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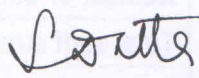
Circular No. 24/2015

Date : 30.10.2015

To All Member (Please Circulate)

We reproduce hereunder the Circular No. 120 dated 29.10.2015 issued by General Secretary, All India State Bank Officers' Federation, the contents of which are self-explicit.

With revolutionary greetings,


Soumya Datta
(General Secretary)

TO ALL OUR AFFILIATES / MEMBERS :

ACUTE MANPOWER SHORTAGE

We have today sent a communication to the Management on the captioned subject. A copy of the same is enclosed for information.

2. All our members/affiliates are requested to await further developments in this regard.

With greetings,

Sd/-
Y.SUDARSHAN
GENERAL SECRETARY

No.6728/65/15

DATE: 29.10.2015

To,
The Deputy Managing Director & CDO,
State Bank of India,
Corporate Centre, Madame Cama Road,
MUMBAI - 400 021.

Dear Sir,

ACUTE MANPOWER SHORTAGE

With reference to the above, we have been receiving representations from most of the Circles, that due to acute shortage of manpower, our Officers have been forced to work till late in the night and on all holidays including the pooja holidays and Saturdays which have been declared as holidays after the 10th Bipartite Settlement. On analysis, the following major points emerge:

1. For 10 years there was no recruitment. There was also a VRS which led to acute shortage. In 2008 the Management agreed to resume recruitment and increase the vacancies for promotion. But the recruitment and promotion have not been adequate to meet the acute shortage. This period has also seen an increase in retirements. In the coming years there would be more number of retirements, adding to the problem. When we compare the figures between March 2011 and March 2015 the following picture emerges.

Soumya Datta
General Secretary
Mobile : 9830044737

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	March 2011	March 2015
Number of customers	258 million	273 million
Number of branches	13698	16524
Number of Business Correspondents	20700	55575
Number of ATMs	25005	54560
Number of Officers	79728	78540
Number of Assistants	102701	94455
Number of Substaff	40504	40243
Total staff strength	222933	213238
Increase in Deposits		69%
Increase in Advance		72%
Gross Profit		53%
Net Profit		58%
Profit Per Employee		56%

A comparison with the other Banks like ICICI, HDFC, Bank of Baroda, Punjab National Bank, Bank of India and Canara Bank, during the relevant period shows that their staff strength has increased tremendously. In ICICI Bank the employee strength went up by 15901 and HDFC by 20534, Bank of Baroda by 9993, PNB by 11270, Bank of India 5515 and in Canara Bank 2791; All other banks have added the number of employees over the last 5 years. We have witnessed a drastic reduction in our staff strength during this period.

2. Though number of transaction in Alternate Channels have been increasing due to the strenuous efforts of our officers, number of customers have also increased tremendously. All banking activities cannot be done through Alternate Channels. In every branch the crowd is increasing due to various new schemes, including the Jandhan Accounts and Mudra Loans etc. Experience shows that inspite of shifting to alternate channel, the customers want to come to the branches and have face to face interaction. The vast diversification, technology, higher volumes, Cross-Selling of products, increasing customers' expectations have added to the volume of work. There is no letup in the expansion of branch network and the new branches will have to be managed by the existing staff without adequate support in terms of manpower.
3. In all our recruitments in the recent past the number of people who ultimately joined the Bank is almost 50% in case of clerical staff and 90% in case of Probationary Officers. This is mainly due to the time taken by IBPS to complete the process. This has led to further shortage.
4. The problem in the recent past has been aggravated because of the attrition rate amongst new Probationary Officers and clerical staff. The attrition rate is also simultaneously increasing, and for two major reasons. One is the salary and another is placements outside the State in case of Probationary Officers. Though it is argued that our Officers salary at the lower level is matching with the Industry, our analysis shows a different picture. The fact is that in the Private Sector Banks, Employees are called as Assistant Managers, and they do the work of our clerical staff. When we make a comparison, we should compare our Asst. Manager Salary with the Scale II Officers of Private Banks. Then only we get the real picture.

Officers from the North who are posted in South India leave the Bank even if they get a clerical job in their home state. There is a need to have a relook into the transfer and placement policy itself, that too with growing number of women employees joining the Bank.

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5. Hence there is an urgent need to ensure recruitment from the home states itself for PO's so as to ensure that the attrition rate is arrested. We may also consider doing away with transfer outside the centre for Scale I and II officers and make it need based so as to save enormous expenses to the Bank on account of transfers and avoid inconveniences to the officers also. This will also bring down attrition to a great extent especially amongst women officers.
 6. In the Promotion exercise, the Circles recommendation in respect of vacancies has been reduced due to Project Saksham, because of which the number of Officers promoted have not been adequate in most of the Circles.
 7. While calculating the man power requirement BCG has taken 480 minutes as number of minutes an Officer has to work every day, which is incorrect. It is only 390 minutes as applicable to the Award Staff. This has led to erroneous calculation and is showing excess officers whereas there is an acute shortage. One example is of the Bhopal Circle, about which we have been repeatedly discussing with the Management, giving the factual figures as given by the Circle Management itself.
 8. The BCG study has also not taken into account the branch expansion, vast diversification of business and the increased responsibility of the SBI towards Government sponsored schemes while assessing the actual requirement of staff by the Bank as a whole. There is a need to step up the process of recruitment to meet the business requirements of the Bank.
2. In view of the above, we request you to kindly conduct an urgent recruitment test for Officers and Clerks and also appoint adequate clerical staff immediately from the waiting list available with IBPS. We should otherwise add an additional workforce of atleast 30,000 to our existing strength.
 3. We also request you to kindly conduct an urgent promotion exercise for clerical to JMG or preferably promote more number of people from the list of candidates who appeared for the JMG Interview as there have been good number of candidates with adequate quality and experience.
 4. We also request you to increase the vacancies of specialist officers and ensure that more number of specialists are promoted to the next grades, as they have been stagnating since many years.
 5. Please do this as an emergency mission as the pressure of work is leading to acute health problems, resignations and decrease in the quality of our customer service, quality of advances and recovery efforts in the light of multiple priorities and frequent shifting of business goals, leading to frustrations, which may affect the performance of the Officer and the Bank.

Thanking you,

Yours faithfully,
Sd/-
(Y.SUDARSHAN)
GENERAL SECRETARY